



INCLUSIVE LEADERSHIP KEY TERMS & DEFINITIONS 2020 EDITION FOUR-WEEK VERSION

WHAT IS INCLUSIVE LEADERSHIP?

Inclusive leadership is the term used for leaders who:

- Are aware of their own biases and worldview;
- Seek out perspectives other than their own so that they can make better or more well-informed decisions;
- Understand that inclusive teams can achieve more than homogenous teams; and
- Use their power to create more equitable systems and organizations.

KEY TERMS & DEFINITIONS

The following are key terms and definitions relating to inclusive leadership. It should be noted that this is not an exhaustive list of key terms and definitions, instead serving as a starting point for those interested in learning more about inclusive leadership. For more information, refer to the articles linked.

Gender Identity

The internal perception of one's gender. Some people identify as non-binary (e.g. transgender, agender, bigender, genderfluid) while others identify as binary (e.g. man or woman). Gender identity is sometimes incorrectly referred to as sex. For more information about gender identity, consider reviewing the following online resources:

- Understanding Gender (<https://www.genderspectrum.org/quick-links/understanding-gender/>)
- Understanding Non-Binary People: How to Be Respectful and Supportive (<https://transequality.org/issues/resources/understanding-non-binary-people-how-to-be-respectful-and-supportive>)
- What is Cisgender? (<https://www.webmd.com/a-to-z-guides/cisgender-overview#1>)

Sex

More commonly referred to as biological sex, this is a medical term used to classify individuals based on their chromosomal, hormonal, or anatomical characteristics. Common labels include male, female, or intersex. Biological sex is sometimes incorrectly referred to as gender or gender identity. For more information about biological sex, consider reviewing the following online resources:

- What is Biological Sex? (<https://genderedinnovations.stanford.edu/terms/sex.html>)
- Sex and Gender: What is the Difference? (<https://www.medicalnewstoday.com/articles/232363.php#gender-differences>)

Sexual Identity/Orientation

The type of sexual, romantic, or emotional attraction one feels for others. Sexual orientation is often labeled based on the gender relationship between a person and the people they are attracted to (e.g. heterosexual, gay, lesbian). For more information about sexual identity or sexual orientation, consider reviewing the following online resources:

- Sexual Orientation Myths & Facts (<https://case.edu/lgbt/safe-zone/sexual-orientation-myths-facts>)
- How to Support Someone Who's Come Out to You (<https://www.bbc.co.uk/bitesize/articles/z6d28xs>)

Race

Referring primarily to the physical traits shared by groups of people (e.g. black, Native American, multiracial), race is sometimes incorrectly conflated with ethnicity or nation of origin. For more information about racial identity, consider reviewing the following online resources:

- There's No Scientific Basis for Race - It's a Made-Up Label (<https://www.nationalgeographic.com/magazine/2018/04/race-genetics-science-africa/>)
- What is Racism? (<https://itstopswithme.humanrights.gov.au/about-racism>)

Ethnicity

Unlike race, ethnicity refers to common characteristics of social groups (e.g. religion, language, or traditions). Labels include African-American, Puerto Rican, or Hispanic. For more information about ethnicity, consider reviewing the following online resources:

- What's the Difference Between Race and Ethnicity? (<https://science.howstuffworks.com/life/genetic/race-vs-ethnicity.htm>)
- All Mixed Up: What Do We Call People of Multiple Backgrounds? (<https://www.npr.org/sections/codeswitch/2016/08/25/455470334/all-mixed-up-what-do-we-call-people-of-multiple-backgrounds>)